



August 16, 2018

Members of the Fort Worth City Council:

The following are some of our ideas/suggestions, but of course these would be based on being able to obtain a favorable vote of all employees in favor of a contributions increase:

1. As discussed and agreed upon with David Cooke, any changes to the Firefighters' benefits would need to be included in our Collective Bargaining Agreement (CBA).
2. Contributions solve for the 10+% instead of the proposed 8+%. Employees (EE) contribution increase from 8.25% to 13.45% (+5.2%); Employer (ER) contribution increase from 19.74% to 24.74% (+5.0%) --> Total EE + ER = 38.19%.
3. Future cost sharing if needed at a 60%/40% split; not to exceed 3%/2%.
4. Minimum retirement age set at 55 years old.
5. DROP eligibility remains at 80 points, and extend DROP participation eligibility to a maximum of 8 years. If an employee terminates prior to reaching the 55 years old minimum retirement age, then their DROP balance (if any) reverts back into their monthly pension benefit with either a vested termination or early retirement penalty.
6. Do not touch COLA for active or retirees. A promise is a promise. Maintain a 2% simple COLA for those that made that choice in the last irrevocable election and the Ad Hoc for those that chose that option and have been without a COLA for several years now.

Thanks for your time and consideration!

Michael Glynn
President